

## **COUNTY COMMISSIONERS OF CHARLES COUNTY, MARYLAND**

### **RESOLUTION NO. 2010 -98**

**WHEREAS**, The County Commissioners of Charles County, Maryland recognize the dedication, commitment and effective service of Charles County Government employees;

**WHEREAS**, the County Commissioners understand that County employees have withstood furloughs in Fiscal Year 2010 and no salary increases were budgeted in Fiscal Years 2010 & 2011;

**WHEREAS**, the County Commissioners commend the County employees for current service levels to the public at a new personnel baseline significantly lower than past fiscal years;

**WHEREAS**, the County Commissioners desire to further recognize County employees by improving their working environment and work/life balance;

**WHEREAS**, the County Commissioners are currently working within the fiscal constraints found in the Adopted Fiscal Year 2011 Budget;

**WHEREAS**, the County Commissioners wish to continue to improve Charles County Government and its efficiency and effectiveness of services to the public;

**WHEREAS**, the County Commissioners understand that County employee morale plays a critical role in the success of Charles County Government;

**WHEREAS**, the County Commissioners desire to implement a number of measures designed to improve employee morale and thus enhance the overall efficiency and effectiveness of County Government;

**WHEREAS**, the County Commissioners wish to make a commitment to County employees through a continuing process of considering creative ways to recognize and motivate County employees both financially and in their work/life balance.

**NOW THEREFORE**, on this 14<sup>th</sup> day of December 2010, by the County Commissioners of Charles County, Maryland, be it **RESOLVED** that:

1. Compressed Work Schedules are reinstated, where practical and so long as there is adequate and appropriate coverage of government offices and operations as determined and approved by Department Heads;
2. Flexible Work schedules are permitted, so long as there is adequate and appropriate coverage of government offices and operations as determined and approved by Department Heads;
3. The Department of Human Resources is asked to coordinate the implementation of these


employee work schedule changes as soon as practical, including if necessary, any supervisor/employee training or policy and procedures as approved by the County Administrator;


4. Casual dress Fridays are reinstituted immediately, allowing for appropriate jeans and other attire to be worn to work on Fridays, and will be added to the current County dress code;
5. The County Administrator may approve of dress theme days such as jeans and jersey days to either support non-profit operations or for morale purposes;
6. The annual truck rodeo and employee picnic will be restored once sufficient funding is secured.
7. The County Commissioners recognize the County Administrator's desire to conduct an annual "climate" survey of employees, and encourage the County Administrator to conduct an initial survey as soon as practical to establish a baseline of employee morale;
8. The County Commissioners hereby commit to an ongoing multi-faceted process of proactively engaging County employees and finding avenues to reward and incentivize employees both with work/life balance approaches and financially when possible.

**COUNTY COMMISSIONERS OF  
CHARLES COUNTY, MARYLAND**

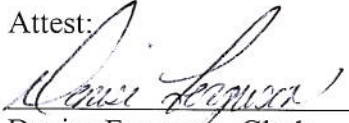
  
Candice Quinn Kelly, President

  
Reuben B. Collins, II, Vice President

  
Ken Robinson

  
Debra M. Davis, Esq.

  
Bobby Rucci

Attest:  
  
Denise Ferguson, Clerk